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# MINUTES

# OF THE

# MEETING OF THE EXECUTIVE COMMITTEE

# OF THE

# WORLD COUNCIL OF CHURCHES

14 - 18 February 1977

Meeting held in Geneva, Switzerland

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WORLD COUNCIL OF CHURCHES
EXECUTIVE COMMITTEE MEETING

Geneva, Switzerland
14-18 February 1977

## 1. OPENING ACTIONS

### A. Introduction and worship

The meeting convened at 9.45 on Monday, 14 February.

For its opening worship the Committee joined in a Eucharistic service led by Archbishop Scott in the chapel of the Ecumenical Centre. Worship at the beginning of subsequent sessions was led by Mrs Jiagge, Bishop Kirill and Prof. Barkat. The closing service in the chapel was led by Miss Skuse.

During the course of the meeting information was received regarding the death of Archbishop Janani Luwum of Uganda in distressing circumstances. The Executive Committee held a short memorial service led by the Rev. John Gatu.

### B. Roll call

The General Secretary called the roll of those attending, presenting apologies from Metropolitan Nikodim, Archbishop Sarkissian and Metropolitan Chrysostomos. It was agreed to send a greeting to Metropolitan Nikodim. It was agreed that Metropolitan Emilianos, who was present as a Consultant, would represent Metropolitan Chrysostomos, but without the right to vote. It was also agreed that Dr Crow be invited to speak in the discussion on Bossey, and Mr Thompson and Mr Bullimore be invited to speak in connection with the by-laws.

### C. Minutes

It was noted that in the minutes of the meeting held in Geneva, 7-9, 15 and 18 August 1976, the name of Miss Skuse had been omitted from the list of members of the committee on World Confessional Families (p. 8). With this correction, the minutes, having been previously circulated, were confirmed.

D. Adoption of agenda

The General Secretary presented the agenda, which was adopted.

E. In Memoriam

The General Secretary referred to the death of the following ecumenical leaders since the last meeting: Metropolitan Juhanon Mar Thoma, Dr Reinhold von Thadden, Dr Samuel McCrae Cavert, Bishop Hanns Lilje and Dr Adolf Freudenberg. Dr Visser 't Hooft paid tribute to the work of each.

2. REPORT OF THE GENERAL SECRETARY

In presenting his report, the General Secretary referred to four main thrusts in the months since the Central Committee: the working out of the priority programmes set by the Central Committee; intensifying relations with the member churches, non-member churches, World Confessional Families, Councils, and other bodies in the ecumenical movement; improving the internal functioning of the World Council, and following up statements on public issues.

a. Priority programmes

Dr Potter indicated that these were set out in the reports from the Units and the Department of Communication. He referred especially to: (i) the expression and communication of the faith: it was recommended that the main theme of the Central Committee in July be "The Confessing Community". (ii) Renewal and Congregational Life: in the November Week of Meetings Staff had tried to see how all sub-units could be engaged in this concern through their different programmes, and in January the Core Group on Renewal and Congregational Life had met. (iii) "Towards a Just, Participatory and Sustainable Society": a staff group had been appointed to coordinate the complex of issues around this theme and programmes were being worked out. (iv) Education: it was hoped to present a much more integrated approach to these issues at Central Committee.

b. Intensifying relationships

Visits had been made to member churches all over the world and there was a concern to improve relationships.

Dr Potter referred to the two churches which had withdrawn from membership: the Congregational Union of New Zealand and the Seventh Day Baptist General Conference, USA. He reported that in the last two years the Church of Norway had made a profound study of its relationship with the WCC and had now agreed to maintain its membership.

There had been continuing concern for the Ethiopian Orthodox Church, following the deposition of Patriarch Theophilos, the imprisonment of Bishop Paulos and the election of a new Patriarch. There had been contacts in Geneva with representatives of the Church and visits to Ethiopia by both staff and by Metropolitan Paulos Gregorios, whose report had been fairly widely circulated. The views of various sister churches had been sought. The Mekane Yesus Church had asked for a visit.

In referring to relationships with Orthodox Churches, the General Secretary mentioned a number of significant meetings which had taken place: the Congress of Orthodox Theological Schools, held in Athens; the Pre-Conciliar Pan-Orthodox Conference, held in Geneva in November; the Consultation of Orthodox Women in Romania, which had discussed the role of Orthodox women in church and society.

The first meeting of the new Joint Working Group between the WCC and the Roman Catholic Church had taken place in Utrecht in October. Its main theme was "The Unity of the Church". It had agreed that the theme of the next meeting in December should be "Common Witness". In December the Pope had given a new mandate to the Pontifical Commission on Justice and Peace which added questions of human rights to its tasks. The Council of Laity had been renamed the Pontifical Commission on the Laity and given a clear mandate. Its Secretary would be coming to Geneva to discuss collaboration with the WCC.

The functions of Area Task Forces had been reviewed. It was felt that they should be strengthened in order to advise on policy issues and on ways in which the WCC could be more effectively related to councils and churches in their area. Staff would be participating in the Assemblies of the Middle East Council of Churches, the Christian Conference of Asia and the Caribbean Conference of Churches.

With regard to relations with churches in the socialist states in Eastern Europe, the Moderator and General Secretary had indicated to all member churches in these states that they were ready to meet representatives of these churches in Budapest, March 29-31, to discuss a range of issues of common concern and especially how these churches can play a more active role in the life of the Council.

c. Internal functioning

Since the Central Committee there had been a major study of the finance structure and procedures, with a view to designing a finance system which would facilitate decisions of the Units and sub-units and an accounting system which would present financial information more clearly and precisely.

Reports on the criteria and process of appointment and re-appointment of staff, the functioning of the Units and the role of the General Secretariat, the Language Service, Bossey and the New York Office would be presented during the Executive Committee.

d. Public issues

Dr Potter then referred to the follow-up of Central Committee statements on a number of public issues. The refugee problem had recently intensified, with a growing number of refugees from Ethiopia, Eritrea, Argentina, the Western Sahara and Lebanon.

There had been major preoccupation with the developments in Southern Africa. Staff had kept in close touch with the various groups at the Geneva Conference on Zimbabwe. All parties had realized that there could be no solution to the Zimbabwe conflict in isolation from other interests and countries. The General Secretary stressed the importance of sanctions being respected by both Western and Eastern countries until negotiations take place, and the necessity for the Christian community to take the initiative in enabling the training of Zimbabweans for future leadership in their country.

Dr Potter raised a number of questions about the constitutional talks in Namibia and referred to the Swakopmund trial.

With regard to South Africa, he noted that the younger generation of blacks continued to lead the revolt against the régime. The Christian Institute had spoken against the Bantustans and investments in South Africa; the Roman Catholics, Anglicans and others were now integrating their schools in defiance of the law, and police were harassing church activities.

Finally the General Secretary referred to the document on nuclear energy which would be presented to the Conference in Salzburg in May. The Central Committee action on this subject had been highly commended by many member churches and had provoked considerable discussion all over the world.

In thanking the General Secretary for his report, the Moderator expressed the pleasure of the Executive Committee in the fact that Dr Potter and Archbishop Sundby were among those to receive an honorary doctorate from the Orthodox Theological Institute in Bucharest.

* * *

In the discussion which followed the General Secretary's report, Mrs Jiagge stressed the urgency of helping the child refugees from South Africa. Ms Bam spoke of the

problems of housing and schooling for these children and reminded the Committee that the WCC refugee programme in Africa was carried out through AACC. Mr Makhulu would be attending the AACC Refugee Committee next week in Nairobi. On the suggestion of the General Secretary, it was agreed that the following group should meet to discuss and make recommendations on the whole situation in Southern Africa: Miss Webb (convener), Mrs Jiagge, Dr Appel, Mr Gatu, Dr Rossel.

Metropolitan Gregorios referred to the situation of the Ethiopian Orthodox Church. On the suggestion of the General Secretary, it was agreed that a group (Metropolitan Gregorios, Mr Gatu and Bishop Kirill, with Dr Raiser and other staff) should discuss the situation and advise on possible action. At a later session Metropolitan Gregorios referred to the letter that the General Secretary had written to the authorities in Ethiopia on a number of matters and recommended that Dr Raiser should accept the invitation of the Evangelical Church Mekane Yesus to visit Ethiopia. It was agreed that the General Secretary should follow up his letter and that contacts should be maintained with the churches in Ethiopia as the situation developed.

## 3. REPORTS OF PROGRAMME UNITS AND GENERAL SECRETARIAT

### A. UNIT I: FAITH AND WITNESS

Dr Vischer presented the report on the work of Unit I, highlighting a number of items. The sub-unit on Dialogue with People of Living Faiths and Ideologies would hold an important consultation in Chiang Mai, Thailand, in April. Faith and Order had now received about 70 responses to the agreed statements on One Baptism, One Eucharist and a Mutually Recognized Ministry. An evaluation session would take place in Lausanne in connection with the celebration of the 50th anniversary of the first World Conference on Faith and Order and a report presented to the Central Committee. The plan for a calendar of intercession for the churches had now been agreed with the Vatican Secretariat for Unity. The sub-unit on World Mission and Evangelism hoped that the Executive would provide guidance on the preparations for a discussion on "Mission and Evangelism" at Central Committee. The CWME Core Group had discussed a position paper on Mission and Evangelism and had also made tentative plans for a missionary conference to be held in 1980. There had been discussions of the implications of the Central Committee decision that a sub-unit on Theological Education be established in Unit I. The Theological Education Fund would cease to exist at the end of this year. The Programme on Theological Education would begin on 1 August in Geneva. The old and new committees would meet in July and prepare proposals for the Central Committee.

Dr Abrecht reported on on-going discussions on the topic, "Energy for my Neighbour". Responses from the churches had been enthusiastic, as had been the proposals of the Energy Advisory Group. It was felt that the programme was especially suitable for local church participation, as well as being of special interest in both industrialized and under-developed countries generally.

In the following discussion Dr McCloud stressed the difficulty of relating international questions to local actions and also the problem of establishing how energy saved in affluent countries could in fact benefit under-developed countries. Dr Abrecht pointed out that these issues were already being intensively studied within the programme.

B. UNIT II: JUSTICE AND SERVICE

The report on Unit II was presented by Mr Itty. He pointed out that the document showed what the Unit had done in terms of the priorities assigned to it by the Central Committee, how the sub-units had carried out their mandates and the progress made in strengthening the cooperation of the sub-units within the Unit structure. The last six months had seen a growing together of the sub-units and the strengthening of the Unit-wide programmes. The Executive Group of the Unit, comprising the Officers of the Unit and the Moderators and Directors of the five Commissions, had met to discuss the Unit-wide programmes and to give directions for the work. Finance had been looked at in a common way and there was reasonable assurance of direct support to the Unit as a whole. All five Commissions would meet in July near London so that there could be some joint discussion of common topics and programmes.

Brief reports on the five sub-units were presented by the staff concerned.

Issues arising from reports

a. Funds allocated for Zimbabwe

Mr Sjollema referred to the allocation of funds by the Executive Committee in August to groups in Zimbabwe and the decision that the Officers be empowered to release the money when the situation of the three groups which had applied for grants (ANC, ZAPO and ZANU) had been further clarified. On the recommendation of the Officers, the Executive Committee agreed that the grant of $85,000 be equally divided among these three groups, all of which were playing an important role in the liberation struggle.

b. Banks providing loans to South African Government

Mr Sjollema referred to the West Berlin Central Committee resolutions and the Nairobi decision that no WCC funds should be deposited in banks related to the consortium

providing loans to the South African government. It was now discovered that another bank had made similar loans. On behalf of the PCR Core Group he presented some proposals to the Committee. After full discussion, the Executive Committee adopted the following resolution:

The Executive Committee

recalls the decision of the WCC Central Committee taken in August 1972 to deposit none of its funds in banks which maintain direct banking operations in South Africa;

recalls the decision of the WCC Executive Committee, taken in November 1975, to deposit none of its funds with the European American Banking Corporation and its six member banks in the light of their refusal to give assurances that they would stop granting loans to the South African Government and its agencies;

learns from the Dutch PCR support group "Prepaid Reply" that the Dutch bank with which the WCC has an account - the Algemene Bank Nederland - has admitted in the autumn of 1976 that it has been making loans to the South African Government and its agencies under conditions similar to those which obtained in the case of the EABC loans, despite its earlier denials that it had made any such loans;

commends the initiatives taken by "Prepaid Reply" to uncover and discourage Dutch banking operations which directly support apartheid;

expresses deep disappointment about the A.B.N. having made loans to the South African Government and its agencies and about the fact that the A.B.N. has given incorrect information about these loans;

decides that an assurance be solicited from the A.B.N. that it will stop granting loans to the South African Government and its agencies until legally enforced racism in South Africa has been abolished;

authorizes the WCC Officers, if a satisfactory assurance is not forthcoming by 1 May 1977, to withdraw WCC funds deposited with the A.B.N. after that date.

c. Human Rights

Mr Epps presented the work of CCIA in the field of human rights and mentioned some developments in the churches and regional conferences. He referred particularly to the examples of courage of Christians in many countries in defending human rights. The criteria for selecting situations for common action had become clearer. The question of the budget required for the human rights programme as

recommended by the Central Committee was referred to the Finance Committee.

In the discussion Prof. Miguez-Bonino said that this concern required the integration of human rights questions into the total life of the Church and reflection on the causes for the widespread violation of human rights today. We must help the churches to see that human rights concerns are rooted in the Gospel.

Dr McCloud urged the preparation of an appeal to the churches for financial support indicating their involvement in this concern, the appeal to be comprehensive as far as WCC human rights activities were concerned. The Executive Committee agreed that such action should be taken.

d. Militarism and the Armaments Race

Mr Koshy presented a report on plans for the consultation authorized by the Central Committee. Much staff attention had been given to the issues involved. Prof. Miguez-Bonino stressed that we must examine the basic reasons why militarism was such a problem in our time. The ideological factors must be kept in mind. There are many varied forms of military situations. Bishop Hempel raised the question as to whether we should not have a concern for the criteria of peace in terms of the Gospel. Bishop Kirill drew attention to the economic factors which must not be ignored and also raised questions as to how Christians can be involved in dealing with the policy decisions. Dr Simatupang urged that the study should make a distinction between the legitimate and necessary role of military apparatus and the disease of it which is militarism. The study should concentrate on the reasons for the tendency towards militarism.

The Moderator indicated that no action was needed in that it was a progress report from staff.

e. Study/Action Programme on Transnational Corporations

Mr Sjollema presented an interim report on this on-going WCC concern involving many of the sub-units. An inter-unit task force was preparing for the Central Committee discussion in July. A first consultation had already been held and a second one was planned in June 1977. The issues were proving extremely complex and opinions differed radically on ways of approach.

In discussion Bishop Kirill questioned whether one could speak of transnational corporations in the socialist world. Mr Gatu drew attention to the fact that the power of TNCs was often exercised under the form of economic cooperation. The progress report was received.

f. Fund for Reconstruction and Reconciliation in Indochina

Mr Itty reported that the Fund for Reconstruction and Reconciliation in Indochina would continue to operate under its existing mandate until August 1977, but there had been discussions in a joint WCC/CCA meeting in Singapore in October and also a meeting of the FRRI Committee in January 1977.

In the course of discussion Dr Potter stressed the need for a clear statement on our understanding with CCA in regard to the future. A small group convened by Dr Simatupang was appointed and on their recommendation the following minute was adopted:

> In the light of the reports received from the joint meeting of representatives of Unit II and CCA in October 1976 and the FRRI Committee in January 1977, the Executive Committee agreed:
>
> i. to terminate the mandate of FRRI by August 1977;
>
> ii. to authorize the Unit II Committee to consider ways and means of continuing the services of the WCC to the peoples of Indochina.
>
> The Executive Committee stated further that Unit II should ensure the active cooperation of CCA to clarify the distinctive emphasis and complementary character of the future programmes of the two bodies in this region and to coordinate programmes and funding.

C. UNIT III: EDUCATION AND RENEWAL

Ms Bam presented a report on the sub-units, mentioning particularly the work on Renewal and Congregational Life, Youth, and Scholarships. She referred to a number of meetings which had taken place. At the important consultation for women in church executive posts held recently at Glion there had been considerable discussion, among other issues, on the question of the ordination of women. She expressed concern at the small number of women among recently appointed WCC senior staff.

In the following discussion there was reference to the existing studies on questions relating to the ordination of women. There was need to examine the reasons why this issue had become so important in ecumenical relationships. The Moderator reminded the Committee that the Assembly had stressed the importance of inter-church dialogue on the question. In regard to staff appointments, members urged that maximum pressure be kept on the need to appoint women, but indicated a realistic recognition of the difficulties of finding women who were available for such posts. The General Secretary made quite clear that the staff were certainly not indifferent to the issue.

Mr Moss, the new Youth Secretary, reported on the meeting of his Core Group and stressed the need for Executive members and others to give suggestions to WCC staff regarding youth contacts. Prof. Barkat mentioned the importance of maintaining contacts with the youth present at the Nairobi Assembly and Mr Moss agreed to give attention to this matter.

D. GENERAL SECRETARIAT

a. Communication Department

Mr Hilke reported on the Department, indicating especially the efforts to strengthen the Department in its communication with member churches, its efforts at using the church-related media and to develop contacts with "long-term communicators". A review of WCC periodicals was being undertaken. Special attention had been given to the Language Service and in response to the Review Committee's recommendation on a reduction of expenditure of sfr. 100,000, alternative ways of handling the Language Service were examined in detail. He also referred to a proposed training programme for helping people employed in the churches to serve as interpreters.

In the following discussion Dr Marshall reported on behalf of the Finance Committee that it had examined a paper setting out the operations of the Communication Department and had approved its requested adjustments of its 1977 budget. On this understanding, the Executive Committee approved the recommendations as follows:

i. That the present level of staff in the Language Service be maintained;

ii. that the implementation of a training programme for translators and interpreters in the regions be added to the tasks of the Language Service;

iii. that additional designated income in the order of sfr. 100,000 be sought for staff costs of the training programme and thus reducing the contribution from undesignated sources accordingly.

b. New York Office

Mr Long presented a report on the main events and concerns of the New York Office and US Conference for the WCC in the period since August 1976. The Central Committee's request on financial questions had been taken seriously and the emphasis on seeking undesignated funds should produce valuable results in the future. The Lilly Endowment had made a grant to the WCC of $91,000, payable over a two-year period to fund a full-time Development Officer for the New York Office "to develop a new financial strategy for the WCC in North America".

c. Ecumenical Institute, Bossey

On behalf of the Programme Sub-Committee, Miss Skuse presented a report and recommendations on the Ecumenical Institute, Bossey. After discussion and amendment, the Executive Committee received the report and approved its recommendations, as follows:

The Sub-Committee discussed the various reports concerning the Ecumenical Institute which had been referred to them for detailed discussion. It is now recommended that the Executive Committee affirm and comment the report of the joint committee concerning the Ecumenical Institute, Bossey, and express deep appreciation to those involved; that it remit the report to the Bossey Board, and encourage them to continue the implementation of next steps along the directions outlined.

As requested by the Central Committee, advice has been sought from two Consultants on the administrative structure and organization of Bossey. Their first report has been received with appreciation and considered by the Sub-Committee. It is recommended that the Executive Committee ask the Bossey Board to examine the proposals made in this report, bearing in mind the statement of the Nairobi Assembly that Bossey is an integral part of the World Council of Churches. The Board should explore and evaluate the viability and implications of giving Bossey the legal status of a Foundation.

The Sub-Committee has considered the revised proposal of an Agreement to be concluded between the University of Geneva and the World Council of Churches concerning the Ecumenical Institute, Bossey. It is noted with appreciation the opportunities for an enlarged partnership which this draft Agreement suggests. It is recommended that the Executive Committee request the Board of the Ecumenical Institute to continue the negotiations with the University of Geneva with a view to revising Articles 1, 3, 4, 6, 10, 11 and 13 of the draft Agreement, taking into account in particular the need for

a. a clarification of the conditions of appointment of the permanent teaching staff of the Graduate School, keeping in mind the Aims and Functions of the Ecumenical Institute;

b. a clearer definition of the criteria for recognizing academic credentials as equivalent to those of the University of Geneva;

c. the recognition of the international character of the Institute, especially in Article 13; and

d. an additional Article reserving for the Ecumenical Institute the right to conclude similar agreements with other partners.

Prof. Mbiti spoke briefly of the Graduate School which was just finishing and of plans for future programmes. The Moderator thanked Dr Crow and his committee for their work, and expressed gratitude to the staff of Bossey for carrying on in the midst of uncertainty.

4. JUST, PARTICIPATORY AND SUSTAINABLE SOCIETY

The General Secretary reported on this inter-unit programme. A number of meetings had taken place, following the Central Committee, at staff level and otherwise, and in particular a special working group of Church and Society under the chairmanship of Metropolitan Gregorios had met in October. It had become clear in the course of these discussions, especially in the inter-Unit staff group, that (i) the title was too technical; (ii) the programme calls for comprehensive analysis recognizing the complexity of the present situation; (iii) it is not possible to focus the total concern in one world conference. The programme is important because it provides an opportunity to review earlier efforts in the ecumenical movement in interpreting concerns for justice. The problems arose in regard to different methodologies and styles of work used for the component parts of the theme. In preparation for the Central Committee we need to produce a clear prospectus, to consider the publication of a popular booklet, and to listen to guidance from representative groups, competent experts and theologians.

Following a major discussion, a group of Executive members and staff, chaired by Dr Miguez-Bonino, was set up to propose an action for the Executive Committee. At a later session the following minute was presented and approved:

1. The Executive Committee received with interest a report from the General Secretary concerning the implementation of the post-Nairobi programme emphasis on the Just, Participatory and Sustainable Society and the ways in which the staff had sought to act on the recommendations of the Central Committee concerning this theme.

2. In the process of defining the studies and programmes related to the concern for a "Just, Participatory and Sustainable Society" the Executive Committee desires to ensure that, a) the total process of study and action will emerge from and issue in an integrated vision of society which can command the allegiance and evoke the commitment of Christians; b) the scientific-technological, social-economic, and political-participatory dimensions of the quest for such society should be given their due weight and be interrelated and integrated as complementary perspectives on a single reality; c) the theological, cultural and ideological discussion should be given due consideration throughout the programme and in each one of the three main foci.

3. In order to realize this purpose the Executive Committee resolves:

a. To request the General Secretariat to prepare the draft outline of a prospectus giving the theological and ecumenical context and articulating the three foci for the ecumenical programme on a "Just, Participatory and Sustainable Society". This draft should be presented to the next meeting of the Central Committee.

b. That the next meeting of the Central Committee should be requested to name a small task force for the purpose of filling in and finalizing the prospectus, and translating it into specific programme initiatives.

c. To reaffirm the decision of the Central Committee that the focus of the sub-unit on Church and Society for the post-Nairobi period should be "The Contribution of Faith, Science and Technology to the Struggle for a Just, Participatory and Sustainable Society", and that this be the subject of an international conference prepared by the sub-unit in 1979.

d. That national and regional councils, as well as the churches, be kept fully informed of the development of the whole plan and drawn into the preparatory process.

5. PROPOSED REVISION OF RULES

Dr Raiser introduced the discussion on the revision of the Rules. He reminded the Executive that a small group of its members, together with Mr Thompson and Mr Bullimore, had been appointed to look at the revision of the rules of debate, the possible rotation of membership of the Executive and by-laws for the Programme Units. Papers on the first two items were before the Committee; the third matter had been considered but no proposal would be presented.

Miss Webb, convener, explained that the group had tried to clarify the Rules so that justice might be seen to be done and Assembly participants enabled fully to take part in debate.

Mr Bullimore reported that the group had considered all Rules but felt that only those on the Assembly and rules of debate needed changes. The proposed changes were intended to make clear that the delegates are in charge of the Assembly and the Assembly in charge of its own affairs and committees.

Archbishop Scott pointed out that the Executive could comment on these proposals but that adoption of changes must be by the Central Committee.

In discussion questions were raised about the status at the Assembly of the Moderator or any Vice-Moderators of Central Committee who had not been elected as a delegate by his or her church, on the right of the Presidents to vote, and on the composition of the Business Committee.

At a later session Mr Bullimore reported that the group had reconsidered these matters and now proposed that the Presidents should be included in the Business Committee and that the number of new members should be increased to ten. Other points could be covered by rewording the proposals to be brought to the Central Committee.

With regard to the possible rotation of Executive Committee members, Mr Bullimore reported that the group was unable to recommend either that there should be or should not be rotation, but they had highlighted some of the problems which had given rise to the suggestion of rotation. The group requested the guidance of the Executive Committee as to how the matter could be further prepared for action by the Central Committee. A number of detailed points were raised in an extensive discussion and it was agreed that the sub-committee should continue its work in the light of this discussion on the assumption that Executive Committee members would submit detailed points to be further examined.

It was further agreed that the document to be prepared by the sub-committee would include a statement on the functions of the Executive Committee and the arguments for and against rotating its members.

## 6. WORLD CONFESSIONAL FAMILIES

Dr Brash reported on behalf of a staff group, indicating that the time appeared ripe for a new approach to the question of relationships between the WCC and World Confessional Families. A document had been prepared raising in rather summary form some of the major theological and practical issues needing discussion in regard to those relationships. Staff were proposing that a series of conversations with a limited number of WCFs should be commenced, that an interim report should be made to the Central Committee in 1977, and a fuller discussion held in the following Central Committee.

In the discussion it was stressed that the paper was simply intended to be a statement of issues and not a formal statement to be adopted by the Executive Committee. It would also be shared for comment with regional conferences. The Moderator drew special attention to the

statements of the Nairobi Assembly in this area and the importance of the discussion paper of the meeting of General Secretaries of WCFs in December 1974.

After further discussion, the Executive Committee adopted the following resolution:

> The Executive welcomes the staff paper on WCC/WCF relationships as the basis for a series of discussions with individual WCFs, and gives approval in general to its list of areas and issues requiring examination.
>
> Conversations with a number of individual WCFs along the lines proposed are authorized, on the basis of an anticipated interim report to the Central Committee in July 1977 and a main discussion of this matter at the Central Committee early in 1979.
>
> The Executive records its conviction that information about such discussions should be fully shared with regional councils and their views ascertained on the issues being raised.

## 7. MEMBERSHIP

### A. Applications for membership

Dr Brash presented the applications for membership which had been received since the meeting of Central Committee. After some discussion, it was agreed:

i. to recommend to the Central Committee that the Christian Protestant Church in Indonesia, the Episcopal Church of the Sudan, and the Church of Melanesia be accepted as member churches of the World Council of Churches;

ii. to recommend to the Central Committee that the Union of Christian Evangelical Baptists of Italy be accepted as an associate member church of the World Council of Churches;

iii. to hold the application from the Methodist Church of Singapore until the next meeting of the Executive Committee, pending clarification of the situation of the Methodist Church of Malaysia from which it had become separated;

iv. to hold the application for acceptance as an Associate Council from the Christian Council of Ghana until replies have been received from the member churches in that country.

B. Withdrawals from membership

Dr Brash informed the Committee that two churches had officially requested to be withdrawn from membership. After discussion, it was agreed:

i. that the resignation from membership in the World Council of Churches as submitted by the Seventh Day Baptist General Conference, USA, be accepted with regret. The hope was expressed that this Conference will maintain relations with the World Council of Churches;

ii. that the resignation from membership in the World Council of Churches as submitted by the Congregational Union of New Zealand be accepted with regret.

8. PREPARATIONS FOR CENTRAL COMMITTEE

Dr Raiser outlined the proposed general arrangements for the Central Committee meeting, 28 July - 6 August, which were similar to those of the last meeting. Preparations for the main theme, "The Confessing Community", were under way in CWME. It was suggested that the model for worship should be basically the same as last year's, with opening and closing services, house worship on Monday morning and noon intercessions in the chapel. Moderators of plenary sessions and Unit committees would be responsible for prayers at the beginning and end of sessions. Evenings would be free from normal working sessions, but on one evening it was hoped to arrange some social event.

Mr Castro pointed out that the Officers had agreed to the recommendation that the main theme should be on the confessing community. The Central Committee discussions should aim at drafting a letter to the member churches calling their attention to the marks of a confessing community. Preparatory work must be done on this letter and he hoped that Executive Committee members would send in their suggestions. It was hoped that delegations from different regions could meet to draft an appendix to the general letter, calling attention to what it meant in a particular region to be a confessing community. It was proposed to have a full morning of introduction to the theme with a panel discussion, general discussion and work in groups. A drafting group would then prepare the final text for plenary discussion and approval.

9. REPORT OF THE NOMINATIONS SUB-COMMITTEE

The report was presented by Miss Skuse.

a. Functions of Units and role of the General Secretariat

The Sub-Committee had received proposals on these subjects in response to the Central Committee's request for a review. It was agreed to ask the General Secretary to bring a revised report through the Officers to the Executive Committee in July 1977 for its consideration and eventual recommendation to the Central Committee.

b. Nominations to Commissions and Working Groups

The Sub-Committee had considered the matters referred to the Executive by the Central Committee and a number of questions which had arisen concerning the already appointed membership of Commissions. An attempt had been made to include more women and young people and to improve the geographical and confessional balances. After some discussion on the Commission for the Programme on Theological Education, which would need to meet before the next Central Committee, it was agreed that this should be an interim Commission to act until the Central Committee in July 1977.

On the recommendation of the Nominations Sub-Committee, the Executive agreed that:

i. the proposed nominations to the Faith and Order Plenary Commission be approved;

ii. the list of names proposed for the Commission for the Programme on Theological Education be endorsed as the membership of the interim Commission on the understanding that the final action on the appointment of the Commission be taken by the Central Committee in July/August 1977;

iii. the proposed list of Corresponding Commissioners for the Commission of the Churches on International Affairs be approved;

iv. the proposed membership of the Working Group on Renewal and Congregational Life be approved, on the understanding that the Working Group be entitled to 20 members;

v. the names proposed for additions or replacements in the lists of Commissions and Working Groups appointed by the Central Committee be approved;

vi. the recommendation of the Core Group of the Commission on World Mission and Evangelism concerning the Officers of the CWME be approved, provided that the nominations are confirmed by mail by all members of the Commission.

Note: A list of the full membership of all Commissions and Working Groups is being prepared and will be available on request.

10. PUBLIC ISSUES

A. NAMIBIAN TRIAL

On the proposal of Miss Webb, speaking on behalf of the group appointed to discuss the whole situation in Southern Africa, the Executive Committee agreed to adopt the following statement:

> The World Council of Churches' Executive Committee shares world-wide concern and protests about the irregularities of the Swakopmund trial held in May 1976.
>
> It pleads for the sparing of the lives of Aron Muchimba and Hendrik Shikongo.
>
> It reaffirms the position regarding South Africa's illegal occupation of Namibia as stated in the Central Committee resolution of August 1976.

B. ZIMBABWE

Miss Webb introduced a draft statement on Zimbabwe. After discussion and slight amendment, it was agreed to adopt the revised statement as follows:

International recognition of the legitimacy of the cause of the Zimbabwean people and the intensity of their struggle led to the holding of the Conference in Geneva, to discuss issues related to transfer of power. At the Conference there was considerable agreement among the nationalists, many of whom were having the opportunity to meet one another for the first time in several years. They were unanimous in demanding a specific date for independence and concerning the basic structure of the interim government. Unfortunately efforts were not pursued to strengthen this common approach and through that process broaden the unity among the Zimbabwean nationalists.

The period of the Geneva Conference was utilized by the Smith regime to shift again its position under the cover of the so-called Anglo-American proposals, to intensify attacks on nationalist camps and refugees in Mozambique, and to gain time for manoeuvre. Consequently, the delay in reaching a peaceful solution has led to increased suffering of innocent people on both sides of the conflict. All such suffering is deplored by those who have the true welfare of Zimbabwe at heart.

The current attempts by the white regime to deny the legitimate aspirations of the people of Zimbabwe and to perpetuate white control in a new form by a procedure described as 'internal settlement' and to gain support in the West by claiming to defend the so-called 'free world' have to be exposed.

The Executive Committee of the World Council of Churches calls upon the Government of the United Kingdom to renew immediately efforts for the resumption of the Conference as a forum for continued negotiations with all parties concerned on the basis of clear written proposals for transfer of power within the period agreed by the Geneva Conference; in this respect the Committee believes that the USA can also play a crucial role in expediting a solution for the Rhodesia problem;

urges all nations of the world to ensure that trade sanctions against Rhodesia are scrupulously observed and strengthened;

and reiterates the call of the last Central Committee to the member churches "to intensify their efforts to mobilize public opinion in favour of the liberation of Zimbabwe and to extend to the people of Zimbabwe all the moral, political and humanitarian assistance necessary in their struggle for the achievement of the right to self-determination and independence".

C. YOUNG REFUGEES FROM SOUTHERN AFRICA

Miss Webb presented a proposed resolution on the situation of young refugees from Southern Africa. After some discussion and amendment, it was agreed to adopt the revised resolution as follows:

> Having been informed of the urgent problems caused by the recent influx of refugees, especially young people, from Southern Africa into Botswana and neighbouring countries, where help is needed for their adequate housing, education and protection from further harassment from the South African and Rhodesian authorities, the Executive Committee commends the joint efforts being made by the WCC, the AACC and the Botswana Christian Council to assist these young refugees and authorizes CICARWS to appeal for special funds if this becomes necessary in helping to meet this contingency.

D. NAMIBIA

Miss Webb presented a proposed statement on Namibia. After some discussion and amendment, it was agreed to adopt the revised statement as follows:

The Turnhalle Conference - It is known that the predominantly black churches in Namibia have rejected the Turnhalle Conference as a South African institution and have clearly said that the Conference does not represent the cause of the Namibian people who are seeking just changes and independence of their country.

It is known that the legal advisers to the Conference

are being paid by the South African Government and that the validity of their appointments is being questioned. The composition of the Conference is determined on an ethnic basis, which is a characteristic of the South African system and mentality.

Currently a strong campaign is being launched by the Turnhalle Conference to get the support of the people, through local radio broadcasts, newspaper reports, and pamphlets. The Conference is trying to talk to the people to gain support for its plans. The campaign is also launched against the churches. Churchmen are being approached, especially, by the "legal advisers" to the Conference and find themselves under great pressure.

This has led to great confusion among many people in the church, an example of the way the South African regime confuses, divides, and then rules the people. The situation is marked by fear, confusion, and suspicion.

Resolution - The Executive Committee heard with grave concern a report of the recent developments in Namibia and the processes now in motion relating to the Turnhalle Conference convened by the South African Government. The Executive Committee asked that this report be disseminated as quickly as possible among member churches, drew attention to the Central Committee resolution on Namibia in August 1976, and called on the churches to pray for the leaders and membership of the churches in Namibia in the great pressures they are under, and for the whole nation that a just solution and full liberation may be achieved.

E. UGANDA

Mr Epps presented a draft statement prepared by a staff group. After discussion, in which it was fully agreed that the WCC must keep in close contact with the AACC on the matter, and some amendment, it was agreed to adopt the revised statement as follows:

"The archbishop has gone home to his Lord."

With these words Christians abroad were informed of the tragic death of our beloved brother in Christ, Archbishop Janani Luwum, head of the Anglican Church of Uganda, Rwanda, Burundi and Boga-Zaïre, and former member of the World Council of Churches Central Committee. He was killed last night (February 16) along with two government ministers, Arphaxed Oboth-Ofumbi and Eranayo Wilson Oryema, in the aftermath of a frenzied military rally.

The Executive Committee is deeply shocked and grieved at this news. This is one more in the series of brutal events which have characterized a six-year reign of terror in which thousands have been summarily killed.

Two days ago, in an effort to avert further tragic events, the Ugandan Anglican bishops wrote an open letter to the President saying:

> "The gun whose muzzle has been pressed against the archbishop's stomach ... is the gun which is being pointed at every Christian in the church. We have buried many who have died as a result of being shot and there are many more whose bodies have not been found. ...The gun which was meant to protect Uganda ... (and) the Ugandan ... is increasingly being used against the Ugandan."

It is clear that the situation in Uganda can only be changed by massive international actions in support of the courageous struggle of the churches and others in Uganda to stop what appears to be a new wave of massacres.

The Executive Committee therefore:

strongly condemns the inhuman behaviour of those responsible for these killings which took place within hours of President Amin's public promise that the accused would be brought to trial before sentencing,

urges an immediate international investigation into the circumstances leading to the deaths of Archbishop Luwum and the two ministers, and supports the appeal made earlier by the All Africa Conference of Churches for such an investigation into the alleged involvement of the archbishop and other church leaders in the so-called plot against the president,

requests the United Nations Commission on Human Rights to undertake a thorough investigation into the systematic and gross violation of human rights in that country, and to take immediate steps to prevent the killing of persons who may now be in imminent danger,

appeals to the nations, especially those of independent Africa, to take action to prevent further loss of life in Uganda. This situation of brutal oppression does grave injustice not only to the people of Uganda, but to all the people of Africa in this crucial moment in the history of that continent,

appeals to WCC member churches, through appropriate action in their countries, to affirm their solidarity with the church of Uganda especially in this year of centennial celebrations of the coming of Christianity to their land,

expresses its profound sympathy to the families of the victims, and especially upholds in its prayers the family of Archbishop Luwum, the House of Bishops of his church, and all the faithful in Uganda. With them and with all the people of Uganda we reaffirm our solidarity as they

pass through this valley of death. May God be with them, may His Spirit sustain them, and the power of His Son, our Risen Lord, continue to give them courage in their struggle for life and justice for all.

F. TORTURE AND DEATHS OF POLITICAL DETAINEES IN SOUTH AFRICA

Miss Webb presented a draft statement on the torture and deaths of political detainees in South Africa. After discussion and amendment, it was agreed to adopt the revised statement as follows:

> In yet another attempt to suppress the people, the South African authorities have resorted to torture of political detainees. During the period since the uprising at Soweto in June 1976 at least eighteen black people, most of them young, have died in police custody as a result of torture. The explanation by the South African authorities that these deaths have happened as a result of suicides, accidents and natural causes is not convincing. A large number of detainees are still held for political reasons, without trial or access to lawyers and families or even organizations providing humanitarian assistance.
>
> The Executive Committee of the World Council of Churches
>
> expresses its deep sympathy to the families of those who have died in police custody in South Africa;
>
> condemns the torture and killing of detainees in South African prisons, and all holding of detainees without trial;
>
> supports the churches in South Africa which have strongly criticized torture in prisons; and
>
> appeals to the UN Human Rights Commission to make urgently a thorough investigation into this matter.

11. REPORT OF THE FINANCE SUB-COMMITTEE

Dr Marshall presented the report of the Finance Sub-Committee as follows:

1. 1976 Accounts

In contrast to previous years when accounts were closed much later in the year, 1976 accounts were closed by mid-January 1977. While this means that late receipts towards 1976 accounts must be credited in 1977, the Finance Committee endorses the new procedure as a means of effecting more current financial reporting.

When the audited accounts are ready for the Central Committee in July, they will probably show that the contributions from member churches fell short of anticipated amounts by approximately sfr. 638,000, partly because of the earlier closure. Further, an anticipated foundation grant of sfr. 255,000 was not received. Fortunately, this shortfall is compensated in the large part by economies in expenditures of at least sfr. 450,000, and increased income from interest and the travel assistance fund. As expected, the accounts can be balanced by depleting the Headquarters Property Fund (sfr. 700,000) and the Special Reserve (sfr. 256,250). The latter amount has been derived from the Assembly.

It is noted that in the year CWME reported an increase on anticipated income, that CICARWS also had an increase. The income of the Biblical Studies Portfolio now incorporated in the Education Sub-Unit was also considerably increased.

2. Audit of 1976 Accounts and Advisory Budget and Audit Committee

The Finance Committee recommends that the 1976 accounts be audited by Touche Ross & Company.

It further recommends that there be established an Advisory Committee on Budget and Audit, with a moderator who is a member of the Executive Committee and the members of which are appointed by the Officers. The Committee recommends the appointment of Dr Rossel as moderator.

The Executive Committee accepted these recommendations.

3. Nairobi Accounts

The Finance Committee was informed that the accounts had been closed. US $65,000 are held back for the ecumenical film to be produced, US $11,000 for outstanding obligations in Nairobi. US $120,000 have been transferred to the Special Reserve as decided by the last Central Committee. This figure is lower than earlier anticipated simply due to exchange losses and the continuation of the office for an additional six months.

4. 1977 Budget adjustments

I. The Finance Committee of the Fifth Assembly in Nairobi recommended, and the Assembly agreed that the WCC should have a minimum balanced (Core) and a Goal Budget. In the preparation of the 1977 budgets staff followed these resolutions, but at the time of the August 1976 Central Committee the Finance Committee dealt mainly with the Core Budget, and highlighted in accordance with the Central Committee Minutes some of the priorities for fund

raising. The Central Committee also authorized the Executive Committee meeting in February 1977 to review budget authorizations in accordance with requests established by Unit Committees at the time of the 1976 Central Committee.

II. It is obvious that the Central Committee has to exercise considerable control not only over Core but also over Goal budgets in order to assure the correct balance between programmes and the funding of priority areas. In honouring this principle the Sub-Committee on Finance recommends to the Executive Committee the approval of the attached proposals for authorization (Appendix III). The Finance Committee examined each item of additional expenditure on the basis of detailed information which was submitted by staff, and the Executive Committee approved the proposals.

III. It is understood that

a) items appearing under "Authorization February 1977 based on available income" refer to amounts originally included in the Goal Budget for which designated fund balances and either pledges or grants have been received since August 1976 and which are therefore fully covered.

b) "Conditional authorization for fund raising" means that staff in collaboration with the Office for Budget Development is authorized to seek those funds and when firm pledges or grants are received expenditure is automatically authorized. In accordance with Minutes of Central Committee, August 1976, "it should be noted that staff is engaged for a new project to be supported by designated contributions only when 75% of the necessary fund are assured".

c) "New additions to the Budget authorized" means that those additions were not contained either in Core or Goal Budgets authorized in August 1976 but have been authorized by the Executive Committee in February 1977. Of these amounts the one relating to the New York Office is covered by a foundation grant, all other expenditure falls under undesignated Central Church Treasury income.

The overall situation for 1977 is now reported as follows:

| IN SWISS FRANCS | Income Estimate Aug. 1976 | Revised Estimate Feb. 1977 | Difference |
|---|---|---|---|
| Member church contributions | 4,945,600 | 5,140,000 | (+) 194,400 |
| Interest | 200,000 | 300,000 | (+) 100,000 |
| Foundation grant | 245,000 | - | (-) 245,000 |
| SUB-TOTAL | 5,390,600 | 5,440,000 | (+) 49,400 |
| Authorized Expenditure by August 1976 Central Cttee | | 5,469,068 | |
| DEFICIT | | 29,068 | |
| Additional requests now submitted | | 149,050 | |
| D E F I C I T anticipated | | 223,118 | |

Note: Direct income in the amount of sfr. 224,000 for the Scholarships Office in Unit III has been secured. This new grant will release CICARWS/Unit II from an internal and authorized transfer to the Scholarships Office in the same amount. If this reallocation were authorized in such a way as to reduce the expenditure of undesignated funds, the deficit would be covered.

On the recommendation of the Finance Committee, the Executive Committee requested CICARWS/Unit II to authorize the reallocation of sfr. 224,000 on this understanding.

5. Human Rights Programme Budget

The Finance Committee, as instructed, examined this budget along with concerned staff, and recommends approval of a total budget of sfr. 267,000 of which sfr. 65,000 is already in hand. This item is submitted to the Executive Committee along with other suggestions for authorization in 1977.

On the basis of this experience, the Finance Committee recommends to the Executive Committee that in future all budget proposals of Sub-Units be submitted by the appropriate Unit through the Senior Officer for Finance. The Executive Committee accepted this recommendation.

It is agreed that Unit II will be responsible for securing the funds for the Human Rights Programme always coordinating its efforts with the Office for Budget Development, as is done for all programmes and projects in Unit II.

6. Cost of living

The last cost of living increase in WCC staff salaries was granted as from 1 April 1975 on the cost of living increase in Geneva as of 28 February 1975. The cost of living increase from that date to the end of January 1977 is 4,77% and is estimated as probably reaching 4,8% by the end of February. In view of the fact that staff have had to deal without adjustment of salaries with this increase throughout the period, it is recommended that all staff salaries be increased by 5% as from 1 April 1977 as a cost of living adjustment. The Executive Committee accepted this recommendation.

7. Estimated Income and Expenditure for 1978

The Finance Committee received staff estimates in regard to both anticipated income and anticipated expenditure in all parts of WCC in 1978. While all such figures are inevitably tentative and are therefore not being submitted in detail to the Executive Committee, the Finance Committee draws the attention of the Executive Committee and the staff to the fact that on the basis of these estimates there would be a shortfall of approximately sfr. 550,000 in undesignated funding. This could be an extremely dangerous situation in view of the present depletion of reserves. The Finance Committee will examine the detailed budget for 1978 at the time of the Central Committee and in the meantime recognizes that the additional sum of sfr. 550,000 will need to be found if the proposed estimates are not to be reduced.

8. Advisory Committee on Investments

As proposed by the Central Committee this committee has been established and held a preliminary meeting. Its members are Mr Henry Wieser (of the Union Bank of Switzerland), Mr Jean-Paul Widmer (Swiss businessman) and Dr Robin Davies (Economist on staff of GATT).

This group has given preliminary study to the WCC investment and currency procedures and will proceed to suggest a specific policy. The Finance Committee expresses appreciation of the availability of such expert help.

9. Provident and Retirement Funds

The Finance Committee recommends to the Executive the appointment of the staff nominees to the Provident and Retirement Fund Boards: Miss S. Mathil, Miss C. Döll and Mr W. Schot. The Executive Committee accepted this recommendation.

The whole procedure by which the Funds are handled has been under review by the Boards and many changes are necessary partly because of new Swiss legislation which restricts the rights of staff to withdraw their funds.

A full actuarial assessment has now been made which indicates that the funds can meet all anticipated obligations with a surplus of approximately one and a half million francs. That this is achieved after only eleven years, in which the non-paid-up obligations of the Funds had to be liquidated, is a remarkable achievement and puts the Boards and the Executive Committee in a position to propose two major changes.

First, on the recommendation of the Officers, the Boards recommend to the Executive Committee that when a staff member subscribes to the Fund for more than the 30 years required for a maximum pension, the additional payments with interest be assessed and paid as an additional benefit to the staff member concerned. This action will eliminate an injustice currently imposed on certain potentially long-term staff members. This will involve an additional liability to the Funds of approximately half a million francs.

Secondly, the Boards are proposing changes in their constitutions and rules which would allow staff leaving the Council after the age of 50 years to be credited with a paid-up pension at the rate of 2% per year of service of the average annual salary received over the last 5 years. Such pensions would of course not be available until the staff member reaches retirement age. The financial implication is assessed, along with the first proposal, to put the Funds into a deficit of approximately half a million francs. Our actuarial consultant has indicated that on the basis of present procedures this deficit will be eliminated within a very few years. In addition it is believed on the word of the Investment Advisory Group that we can secure a higher interest return on accumulated funds.

Before the proposals can be finally effected the constitutions and rules of the Funds have to be adjusted and such adjustments approved by the Swiss authorities. The Boards also agreed that the Staff Advisory Group should be informed of certain aspects of the proposal, on the understanding that if they have no objection, and the Executive and Swiss authorities approve, action can be taken by 1 April 1977. In any case the legal texts of the amended constitutions and rules will be available to the Executive at that time.

The Finance Committee recommends that the Executive concur with the above proposals. This was agreed.

Two further actions are also recommended:

a) That the expenses incurred in the management of the Funds be debited to the Funds and not to the WCC. This procedure is recommended by the actuary.

b) That the appointment of Dr Robert Marshall and

Dr Jacques Rossel as members of the Boards be renewed for a period of 3 years when their present term expires in August 1977.

The Executive Committee accepted these recommendations.

10. Peat, Marwick & Mitchell study

The Finance Committee received the report of the first phase of the study by the consultants. General approval has been given to their proposals regarding the renewal of the accounting system and overall financial procedures. Work is proceeding on the implementation phase. The Finance Committee emphasizes the hope that, with a computer expert already engaged, the comptroller having been appointed in December 1976, and the senior officer for finance and administration being currently sought, WCC staff itself might implement a large proportion of the proposed changes. This could considerably reduce the length of time in which the services of the consultants would be retained.

11. Proposal on allocation of interest and exchange gains/losses

The Central Committee in 1976 instructed staff to study, and to consult major donors regarding a proposal of Dr Gordon Coburn on a change in policy in this area. Staff discussions have taken place and about 60 donors consulted. Differing replies have been received.

The Finance Committee recommends to the Executive Committee that staff be encouraged to seek replies from those donors who have not yet expressed an opinion, and then plan an appropriate consultation process on the matter.

The Finance Committee also had before it the following proposals:

1) that exchange profits and losses on all operations of the WCC and its legally affiliated bodies be put into one "Exchange Fluctuation Fund" under the Chief Finance Officer with the understanding that all trust funds, reserves and working balances are thus protected.

2) In emergency cases and only if possible the Exchange Fluctuation Fund will be used to compensate losses and to receive profits of exchange accrued on pledged income for operational budgets.

3) That interest gains on the Revolving Portfolio should first of all, prior to distribution, be used to protect the Exchange Fluctuation Fund.

The Finance Committee believes that this policy is justified because interest earnings are closely related to the

currencies in which the Revolving Portfolio is invested. The amount of funds to be applied to this Fund from interest earnings in 1976 will be decided by the Staff Finance Advisory Group before the final closing of the accounts. The whole relationship of TEF to the proposals is subject to negotiation.

On these understandings the Finance Committee recommends that the Executive Committee endorse proposals 1 and 3 above and postpone action on 2 for further consideration. This was agreed.

12. Pool for meeting travel costs

The Finance Committee was advised that from 1976 budgets for meetings the sum of sfr. 328,708.37 had been transferred into the pool. Anticipated claims for meeting costs in 1977 are sfr. 235,000. A fuller review of this scheme will be presented to the Executive Committee in July.

13. Staff proposals on "Main Wage Earner" status in Regulations

A staff paper on this complicated matter was examined by the Finance Committee. It did not prove possible for the Committee to come to a specific solution to the problem clearly involved in staff regulations in this area. After considerable discussion the Finance Committee recommends that the Executive refer the matter for further study under the direction of the General Secretary. It expresses its own adherence to the following two guidelines: a) Any new procedure must not increase the present costs to the Council; b) fringe benefits attached to the salary system should be reduced rather than increased, in line with general policy since the introduction of the present salary system. The Executive Committee accepted this recommendation.

14. Theological Education Fund

In view of the official termination of TEF under its present mandate, in July 1977, some provision has had to be made for the continuation of certain financial services for a limited period beyond that date.

The TEF Committee in July 1976 resolved:

"That the Honorary Treasurer be requested to remain in office notwithstanding the termination of the present mandate, until such time as the proposed transfer of assets and commitments has been completed, and that he be authorized to take, in consultation with the General Secretary of the WCC, all steps necessary for effecting the transfer."

The Finance Committee recommends to the Executive Committee that it endorse the above item on TEF on the understanding that the proposed arrangement terminates on 31 December 1977. This was agreed. The Committee takes the opportunity to record its thanks to Mr H.H. Busfield for his services in this connection and his willingness to continue for this period.

15. Financial support for Unit III

1. The Finance Committee recommends to the Executive Committee to:

request CCPD to guarantee a possible shortfall of income on the expenditure for 1978 in the Sub-Unit on Education for its present consultant position. Funds that might be required could be secured either through designated income for projects (like the one in Guinea Bissau) or out of undesignated funds from the Ecumenical Development Fund.

The Executive Committee accepted this recommendation.

2. The Finance Committee notes with satisfaction the effort to establish direct financing for the Sub-Unit on Education - Scholarships Office and the Sub-Unit on Youth. It recommends to the Executive Committee to:

1. express its gratitude to CICARWS for the financial support it has given to these activities over many years;
2. to request Unit II to guarantee possible shortfalls of income in 1978 and 1979 within mutually agreed levels;
3. to recommend to member churches and their agencies dealing with scholarships and youth to support directly these programmes located in Unit III.

The Executive Committee accepted these recommendations.

16. Ecumenical Institute

The Finance Committee received a presentation from the Moderator of the Board of the Ecumenical Institute. The papers concerned are already before the Executive Committee. The Finance Committee notes with great appreciation that its various points of concern expressed to the last meeting of the Central Committee had been responsibly dealt with. It recommends that the Executive Committee endorse the action of the officers in launching the special appeal for 4 million francs as a Bossey capital fund. This was agreed.

17. Conclusions

The Finance Committee notes with appreciation that CCPD covered all the expenses, including travel, of the office for fund-raising coordination for 5 months in 1976.

The Finance Committee noted with great satisfaction that the new position of Comptroller, created by the Central Committee in 1976, had been filled in December 1976 by Mr Peter Bibus.

The Committee consulted with the General Secretary concerning the position of Assistant General Secretary for Finance and Administration and a job description has been approved. The search for a person for this post has begun and it is hoped that the position may be filled before the meeting of the Central Committee in July 1977.

Dr Gordon Coburn has completed the assignments for which he was retained but has agreed to be available on call when needed for additional advice or services. He will terminate his full-time service with WCC at the end of February 1977. During the period since July 1976 he has completely filled the functions of senior finance officer and given valuable assistance and advice in a number of important fields including personnel operations and the work of the Provident and Retirement Funds. The Finance Committee recommends that the Executive Committee express thanks and great indebtedness to him for this service rendered at significant inconvenience for him and his family.

In the interim between the departure of Dr Coburn and the arrival of the Assistant General Secretary for Finance and Administration, Dr Alan Brash will assume the major responsibility associated with that office. To assure adequate coordination and technical competence there will be a staff team consisting of Dr Brash as convener, Mr Bibus, Mr Schneider, and Mr Weil, working in close collaboration with the General Secretary.

In summing up the discussion, Archbishop Scott noted that since the Assembly we had been able to move out of a deep sense of financial crisis into more responsible ways of handling financial needs. A process for making priority decisions had begun to appear. He expressed thanks to the staff who had been responsible for the preparation of the financial data examined by the sub-committee.

The Executive Committee received the report of the Finance Sub-Committee, including its recommendations.

12. FUTURE MEETINGS

The following dates for future meetings of the Executive Committee were agreed:

13-17 February 1978, in Geneva
18-22 September 1978, in Finland

The General Secretary proposed that there be a meeting of the Executive Committee, 29-31 December 1978, and of the Central Committee, 1-11 January 1979, in Jamaica. The University of Jamaica could provide the necessary facilities. Bishop Makary pointed out that these dates would create a problem for the Russian Orthodox Church which celebrates Christmas on 7 January. After some discussion it was agreed that these dates should be accepted only provisionally and that alternative dates and places should be explored.

It was also agreed that the General Secretary be asked to propose in July dates for meetings for the rest of 1979.

13. CLOSING ACTIONS

The Moderator thanked the Committee and the staff for the vast amount of work done in preparation for and during the meeting. Mr Gatu, on behalf of the Committee, thanked the Moderator.

APPENDIX I

## ATTENDANCE

PRESENT:

| | |
|---|---|
| Honorary President: | Rev. Dr W.A. Visser 't Hooft |
| Presidents: | Mrs Justice A.R. Jiagge<br>Prof. J. Miguez-Bonino<br>Dr T.B. Simatupang<br>Most Rev. O. Sundby<br>Dr C. Wedel |
| Officers: | Most Rev. E.W. Scott (Moderator)<br>Miss J. Skuse (Vice-Moderator)<br>Rev. Dr P.A. Potter (General Secretary) |
| Members: | Rt Rev. Antonie (Plamadeala)<br>Rev. Dr A. Appel<br>Prof. Dr A.M. Barkat<br>Mr Bena-Silu<br>Rev. J. Gatu<br>His Eminence Metropolitan Gregorios<br>Bishop H.H. Harms<br>Bishop Dr J.W. Hempel<br>Rev. Dr Won Yong Kang<br>Bishop Kirill (Gundayayev)<br>Rev. Dr R.J. Marshall<br>Rev. Dr J.O. McCloud<br>Rev. Dr J. Rossel<br>Mrs D. Sampath<br>Miss P. Webb |
| Consultants: | His Eminence Metropolitan Emilianos<br>Bishop Makary (Svistoun) |
| Specially invited: | Mr J.W. Bullimore<br>Rev. Dr P. Crow, Jr<br>Mr W.P. Thompson |
| Staff: | Dr P. Abrecht<br>Miss B. Bam<br>Dr N. Barrow<br>Dr U. Becker<br>Dr A.A. Brash<br>Mrs M. Burton<br>Rev. E. Castro<br>Rev. J. Chipenda<br>Dr J.G. Coburn<br>Rev. R. Davis<br>Mr D. Epps<br>Rev. D. Gill<br>Mr J. Hilke |

Mr C.I. Itty
Mr N. Koshy
Rev. C.H. Long, Jr
Canon Prof. J. Mbiti
Mr P. Moss
Mr L. Niilus
Dr K. Raiser
Dr S. Samartha
Mr B. Sjollema
Rev. R. Strong
Dr R. Traitler
Archpriest G. Tsetsis
Dr L. Vischer
Miss M. van Vredenburch
Mrs M. Webb
Mr L.C. Weil
Mr R. Young

Interpreters: Miss I. Friedeberg
Miss R. Ginglas
Mr A. Nalpanis

Minute Writer: Miss A. Burrows

APOLOGIES:

President: His Eminence Metropolitan Nikodim

Officer: Most Rev. K. Sarkissian (Vice-Moderator)

Member: His Eminence Metropolitan Chrysostomos

APPENDIX II

## MEMBERSHIP OF SUB-COMMITTEES

### Sub-Committee on Finance

Rev. Dr R.J. Marshall (Moderator)
Rt Rev. Antonie (Plamadeala)
Prof. Dr A.M. Barkat
Mr Bena-Silu
Bishop H.H. Harms
Bishop Kirill (Gundayayev)
Rev. Dr J.O. McCloud
Rev. Dr J. Rossel
Miss P. Webb

### Sub-Committee on Staffing and Nominations, and Programme

Miss J. Skuse (Moderator, Staffing and Nominations)
Most Rev. K. Sarkissian (Moderator, Programme)
Rev. Dr A. Appel
His Eminence Metropolitan Chrysostomos
Rev. J. Gatu
His Eminence Metropolitan Gregorios
Bishop Dr J.W. Hempel
Rev. Dr Won Yong Kang
Mrs D. Sampath

# REVISED 1977 BUDGET AUTHORIZATION

| IN SWISS FRANCS | Goal Budget | 1977 Authorized Aug. 1976 | Authorization Feb. 1977 Based on Available Income | Conditional Authorization for Fund Raising | New Additions to the Budget Authorized |
|---|---|---|---|---|---|
| GENERAL SECRETARIAT | | | | | |
| Central, Executive & Review Cttees. | 425.000 | 425.000 | - | - | - |
| Geneva Office | 842.726 | 821,226 | - | - | - |
| New York Office | 407.600 | 407.600 | - | - | 124.000 |
| Office for Budget Development | 199.116 | 199.116 | - | - | - |
| SUB-TOTAL | 1.874.442 | 1.852.942 | - | - | 124.000 |
| FAITH & WITNESS | | | | | |
| Unit I Budget | 13.000 | 13.000 | - 1) | - 2) | - 3) |
| Commission on Faith & Order | 863.558 | 626.254 | 65.000 4) | 120.000 5) | 7.500 |
| Comm. on World Mission & Evangelism(CWME) | 3.329.000 | 2.446.252 | (248.505) 6) | 819.000 7) | - 8) |
| Dialogue with Peole of Living Faiths & Ideologies (DFI) | 774.500 | 485.859 | 169.700 | 50.000 | 11.700 |
| Church & Society | 458.000 | 242.934 | 61.000 9) | - 10) | - |
| Theol. Ed. Fund /Progr. f. Theol. Ed.(PTE) | 1.668.450 | 688.450 | - | 1.000.000 | - |
| SUB-TOTAL | 7.107.008 | 4.502.749 | 47.195 | 1.989.000 | 19.200 |
| JUSTICE & SERVICE (UNIT II) | | | | | |
| Unit II Service Programme Budget | 887.156 | 881.018 | 147.000 11) | 73.000 11) | - |
| Comm. on Inter-Church Aid, Refugee & World Service (CICARWS) | 6.937.674 | 4.814.474 | 1.950.200 12) | 75.503.000 13) | - |
| Service to Refugees | 838.378 | 832.956 | - | - | - |
| Comm. of the Churches on International Affairs (CCIA) | 1.280.130 | 587.052 | 199.750 14) | 202.000 15) | - |
| Programme to Combat Racism (PCR) | 718.356 | 618.996 | - | 2.156.000 16) | - |
| Comm. on the Churches' Participation in Development (CCPD) | 4.960.149 | 1.490.382 | 210.000 17) | 3.172.000 18) | - |
| Christian Medical Commission (CMC) | 1.789.049 | 927.284 | - | 807.765 19) | |
| SODEPAX | | | | | |
| SUB-TOTAL | 17.410.892 | 10.152.162 | 2.506.950 | 81.913.765 | - |
| EDUCATION & RENEWAL ( UNIT III) | | | | | |
| Sub-Unit on Education | 908.374 | 757.816 | 570.558 20) | - | - |
| Sub-Unit on Education-Scholarships Office | 494.980 | 347.980 | 147.000 21) | - | - |
| Sub-Unit on Renewal -Renewal & Congr. Life | 582.934 | 453.984 | 48.000 22) | 52.000 22) | 12.100 23) |
| Sub-Unit on Youth | 505.134 | 324.364 | 135.770 24) | 45.000 25) | - |
| Sub-Unit on Women | 469.848 | 200.602 | 269.246 26) | - | - |

| | | | | | |
|---|---|---|---|---|---|
| SUB-TOTAL | 2.388.270 | 2.165.110 | | 80.000 [27] | 112.750 [28] |
| COMMUNICATION | 4.000.000 | 3.658.055 | - | | |
| GENERAL | | | | | |
| Ecumenical Institute, Bossey | 1.916.590 | 1.735.670 | - | - | - |
| Library | 434.856 | 429.256 | - | - | - |
| SUB-TOTAL | 2.351.446 | 2.164.926 | - | - | - |
| ADMINISTRATION SERVICES | | | | | |
| Document Service | 57.100 | 57.100 | | | |
| Finance & General Services | 1.412.860 | 1.412.860 | | | 50.000 [29] |
| Computer Services | 328.034 | 328.034 | | | |
| Personnel | 434.372 | 434.372 | | | |
| Upkeep of Buildings | 631.260 | 631.260 | | | |
| Mail & Telephone | 250.028 | 250.028 | | | |
| Economat | | | | | |
| Cyclostyle | | | | | |
| SUB-TOTAL | 3.113.654 | 3.113.654 | | | |
| ALLOCATIONS | | | | | |
| Contingencies | 142.000 | 142.000 | | | |
| General Reserve | 121.270 | 121.270 | | | |
| Assembly Reserve | - | - | | | |
| SUB-TOTAL | 263.270 | 263.270 | | | |
| G R A N D  T O T A L | 39.106.982 | 28.817.504 | 3.724.719 | 84.079.765 | 318.050 |